
2016 Postdoctoral Fellow Survey - Results Summary

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Dear Berkeley Lab Postdoctoral Fellows,

Earlier this year we launched the 2016 Postdoctoral Fellow Survey to learn where you feel positively about working at Berkeley Lab and where improvement is needed. It was a follow up to a similar survey conducted in 2009. We received a 73% response. Thank you to those who participated.

Noteworthy Results

In general, postdoctoral fellows are positive about their work experience at Berkeley Lab. For example, fourteen of the fifteen core dimensions that were rated received 89% or higher positive responses. Pride of association (99%), fairness and respect (98%), feeling valued (98%), and safety (97%) received the highest agreement percentages.

We were pleased to see improvements in supervision since 2009, particularly in discussing career opportunities and giving feedback with an increase in positive responses of +13% and +10% respectively. We attribute this improvement in part to the many science divisions that have expanded their local activities to better integrate and connect postdoctoral fellows, and provide feedback and mentoring. We expect this trend to continue.

While results indicated 89% of respondents were satisfied with benefits, cost of living in the Bay area was frequently mentioned as a concern in narrative comments. Options are being explored to address the diverse needs of postdoctoral fellows and their families.

An example of such an effort is several postdoctoral fellows have taken the lead to start a new Postdoc Employee Resources Group. Its primary goal is to enhance inclusion and provide support for enriching the scientific careers of postdoctoral fellows at Berkeley Lab. The Laboratory Deputy Director, Horst Simon, was asked to serve as the executive sponsor. If you would like to learn more, email postdoc@lbl.gov or visit <http://postdoc.lbl.gov>

Where To Find The Survey

The 2016 Postdoctoral Fellows Survey Report is located on the HR home webpage. Feedback is reported by Associate Laboratory Director (ALD) Areas.

Here's a [direct link](#) to the survey.

Thank you again for contributing feedback and for selecting Berkeley Lab as the place to conduct your postdoctoral fellowship.

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